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## MEMORANDUM

TO: Superintendents  
FROM: Secretary Vilaseca *AV*  
SUBJECT: Principal Mentoring – Act 20 of 2011  
DATE: March 26, 2013

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Since this is the hiring season for principals, I thought it appropriate to remind you of your responsibilities under Act 20 of 2011, which went into effect on July 1, 2012. This Act established a requirement that, when a new principal or technical center director is hired, who has not previously served in such capacity, that the superintendents must work to ensure that the new principal or technical center director receives mentoring supports during at least the first two years of employment. To read the Act in its entirety, please click here:  
<http://www.leg.state.vt.us/DOCS/2012/ACTS/ACT020.PDF>

The mentoring supports must be provided in conjunction with the Vermont Principals' Association, who at present has 50 trained mentors available. These supports are consistent with best practices and research-based approaches identified jointly by the Vermont Principals' Association and the Vermont Superintendents Association.

It is the responsibility of the superintendent to assure that the district is in compliance with this law. In doing so, the superintendent should:

- Engage the services of a trained mentor who has completed the appropriate training and/or has received appropriate national certification or
- Engage the services of a school administrator with extensive experience who can serve as a mentor and has demonstrated effectiveness in the six "School Leadership Mentor Competencies." If this is the option that you are employing, you should first contact Ken Page ([kpage@vpaonline.org](mailto:kpage@vpaonline.org)) at the Vermont Principals' Association or Jeff Francis ([jfrancis@vtvsa.org](mailto:jfrancis@vtvsa.org)) at the Vermont Superintendents Association.
- Inform the Vermont Principals' Association that mentoring services have been arranged via emailing Ken page at [kpage@vpaonline.org](mailto:kpage@vpaonline.org)

As we enter the hiring season, I wish you the best of luck in finding principals who can lead schools effectively, safely and efficiently, set high standards for our students, implement flexible pathways to learning, and engage the community in student learning and achievement.